

ABSTRAK

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Judul : *Destructive Leadership, Narcissism dan Counterproductive Work Behavior: Penilaian pengaruh mediasi self efficacy di Public-Sector*

Penelitian ini bertujuan untuk menganalisis *Destructive Leadership, Narcissism dan Counterproductive Work Behavior*: Penilaian pengaruh mediasi *self efficacy* di *Public-Sector*. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui kuesioner yang dibagikan kepada 100 responden karyawan PT PLN (Persero) Cabang Lhokseumawe. Analisis data dilakukan menggunakan *Structural Equation Modeling–Partial Least Squares* (SEM-PLS) dengan bantuan perangkat lunak SmartPLS 4.0. Hasil penelitian menunjukkan bahwa *destructive leadership* berpengaruh negatif signifikan terhadap *self-efficacy*. *Self-efficacy* berpengaruh positif signifikan terhadap *narcissism*, *Self-efficacy* berpengaruh positif dan tidak signifikan terhadap CWB. *Narcissism* berpengaruh negatif signifikan terhadap CWB. Selain itu, *narcissism* terbukti memediasi secara signifikan hubungan antara *self-efficacy* dan CWB. Temuan ini memberikan implikasi praktis bagi organisasi publik untuk meminimalkan gaya kepemimpinan destruktif, meningkatkan *self-efficacy* karyawan, dan mengelola sifat *narcissism* agar tidak memicu perilaku kerja kontraproduktif.

Kata Kunci: *Destructive Leadership, Self-Efficacy, Narcissism, Counterproductive Work Behavior, Sektor Publik*

ABSTRACT

Name : Zaharatul Khairi
Study Program : Manajemen Sumber Daya Manusia
Title : *Destructive Leadership, Narcissism, and Counterproductive Work Behavior: An assessment of the mediating influence of self-efficacy in the Public Sector*

This study aims to analyze Destructive Leadership, Narcissism, and Counterproductive Work Behavior: An assessment of the mediating influence of self-efficacy in the Public Sector. This study used a quantitative approach with a survey method through questionnaires distributed to 100 employee respondents at PT PLN (Persero) Lhokseumawe Branch. Data analysis was conducted using Structural Equation Modeling–Partial Least Squares (SEM-PLS) with the assistance of SmartPLS 4.0 software. The results showed that destructive leadership had a significant negative effect on self-efficacy. Self-efficacy had a significant positive effect on narcissism, and self-efficacy had a positive but insignificant effect on CWB. Narcissism had a significant negative effect on CWB. In addition, narcissism was shown to significantly mediate the relationship between self-efficacy and CWB. These findings provide practical implications for public organizations to minimize destructive leadership styles, increase employee self-efficacy, and manage narcissism to prevent it from triggering counterproductive work behavior.

Keywords: *Destructive Leadership, Self-Efficacy, Narcissism, Counterproductive Work Behavior, Public Sector*